



Course Specifications

Course Title:	Strategic Human Resource Management
Course Code:	HRM1422
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar AlUloom University

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A. Course Identification

1. Credit hours: 3 Hours
2. Course type
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/>
b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered: Seventh / Fourth Year
4. Pre-requisites for this course (if any): MGT1412
5. Co-requisites for this course (if any): None

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Correspondence		
5	Other		

7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	Total	4

* The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

B. Course Objectives and Learning Outcomes

1. Course Description

The course covers basic principles, skills and tools of strategic management, to provide students with an overview of the planning process of business strategies. Topics include concepts of corporate strategy, the decision-making process, strategic thinking, formation, implementation and evaluation of strategy

2. Course Main Objective

This course aims to enable students to:

- 1- Understand the context of strategic HR particularly in contrast to more traditional approaches to HR in the current fiercely competitive rapidly changing business scenario.
- 2- Provide a framework for the practice and meaningful implementation of strategic HR initiatives while developing specific HR programs and policies in the organization.
- 3- Sharpen analytical and problem solving skills in areas like Human Resource Planning, Staffing, Training, Compensation Administration and Benefits, while appreciating their strategic implications.
- 4- Evaluate and understand how HR strategies can affect business performance

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge:	
1.1	Recognize the basic concept, models, theories and key terms in Strategic Human Resource Management in business environment.	K1
1.2	Discuss cross-cultural diversity and different Strategic HRM models and theories in order to achieve the organizational goals.	K2
1.3	Explain significance of strategic HRM theories, tools and models linked with Business strategy.	K3
1.4	Recognize different Strategic HRM issues and decision-making process.	K4
2	Skills:	
2.1	Analyzing and interpret the effect of Business environment on strategic HRM decision process	S1
2.2	Compare HRM strategies involving analytical thinking skills and decision-making ability for solving strategic business issues.	S2
3	Competence:	
3.1	Demonstrate group/individual skills in understanding and managing SHRM issues.	C1
3.2	Exercising leadership in pursuit of innovative and practical solutions in SHRM problems.	C2
3.3	Apply SHRM knowledge, models and tools in solving business issues.	C4
3.4	Demonstrate written and oral communication skills in gathering, interpreting and presenting information and ideas related to SHRM.	C6

C. Course Content

No	List of Topics	Contact Hours
1	Human Resource Management: Gaining a Competitive Advantage	6
2	Strategic Human Resource Management	6
3	Analysis and Design of Work and Human Resource Planning	6
4	Recruitment and Selection	6
5	Training and Strategic Development of People	6
6	Pay Structure Decisions	3
7	Recognizing Employee Contributions with Pay	3
8	Safe, Secure, and Productive Workplaces	3
9	Managing Human Resources Globally	6
Total		45

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	Knowledge		
1.1	Recognize the basic concept, models, theories and key terms in Strategic Human Resource Management in business environment.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (T/FQ, MCQ, Short and Long essays)
1.2	Discuss cross-cultural diversity and different Strategic HRM models and theories in order to achieve the organizational goals.		Written Exams (Short, Long essays and case study)
1.3	Explain significance of strategic HRM theories, tools and models linked with Business strategy.		Written Exams (Short and Long essays) Written Assignments (Essays and Reports)
1.4	Recognize different Strategic HRM issues and decision-making process.		
2.0	Skills		
2.1	Analyzing and interpret the effect of Business environment on strategic HRM decision process	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Brainstorming, Discussion, cooperative learning)	Written Exams (Case study) Written Assignments (reports and case study)
2.2	Compare HRM strategies involving analytical thinking skills and decision-making ability for solving strategic business issues.		
3.0	Competence:		
3.1	Demonstrate group/individual skills in understanding and managing SHRM issues.	Interactive (Debates, Brainstorming, Cooperative learning)	Presentations (formal discussion)

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
3.2	Exercising leadership in pursuit of innovative and practical solutions in SHRM problems.	Independent (Reports, projects, Assigned Questions	individual and group) Projects
3.3	Apply SHRM knowledge, models and tools in solving business issues.		
3.4	Demonstrate written and oral communication skills in gathering, interpreting and presenting information and ideas related to SHRM.	Independent (Reports, projects, Homework, Assigned Questions, Learning activities)	Practical Assignments/ Reports

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	Homeworks/Assessments/Projects	During semester	20%
3	Mid term	9	30%
4	Final Exam	16	40%

*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

F. Learning Resources and Facilities

1. Learning Resources

Required Textbooks	Noe and al. (2016). <i>Strategic Human Resource Management: Gaining a Competitive Advantage</i> , Second Canadian Edition, USA: McGraw-Hill Higher Education, ISBN- 13: 9781259024689.
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	LMS, WEBSITES
Other Learning Materials	Magazines and Newspaper

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	<ul style="list-style-type: none"> Students 	<ul style="list-style-type: none"> Indirect
Effectiveness of teaching and assessment.	<ul style="list-style-type: none"> Peer reviewer 	<ul style="list-style-type: none"> Indirect
Course learning outcomes assessment.	<ul style="list-style-type: none"> Faculty members 	<ul style="list-style-type: none"> Direct
Quality of learning resources	<ul style="list-style-type: none"> Students 	<ul style="list-style-type: none"> Indirect

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

Evaluators (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

H. Specification Approval Data

Council / Committee	HRM DEPARTMENT COUNCIL - COB
Reference No.	
Date	15/08/2019

